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FINDING, FOCUSING AND LEADING THE MODERN DAY 4-H LEADER

Dr. Floyd Branson, Jr.* and Dr. Renee McKee

ABSTRACT:

Volunteers come in all ages, shapes, sizes, genders, backgrounds and differences. The modern day 4-H program's success depends on engaging high quality, high energy, enthusiastic 4-H volunteers with a heart for new challenges. This new day 4-H volunteer does not fit the old paradigm of past leaders nor can one expect new programs to come from letting current volunteers continually reuse worn-out ideas and tired concepts. This seminar is designed to assist the forward looking Extension Educator in identifying new techniques in obtaining this new volunteer of the 21st century, discuss how to engage them immediately in proactive concepts, and provide ways to encourage them to, not only, think out of the box, but build new ones motivating them to be fearless pioneers in youth development. Information and concepts as to how to re-energize older leaders will be provided, as well. This seminar is geared to be fast paced, high-energy, revitalizing, and extremely high-impact.

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VOLUNTEERS IN PARTNERSHIP STYLE-TRAINING MANUAL TO MAKE IT HAPPEN

Susan Busler* and Nellie Oehler

ABSTRACT:

Many times Extension educators find themselves forced to work with volunteers with very little knowledge of volunteer management principles. This training manual developed in Oregon will address all aspects of volunteer management including program planning, needs assessment, the all important job descriptions, covering your risks, recruitment, orientation, training, recognition, and record keeping. Each of the fifteen training units in the manual are organized with unit objectives, copy ready handouts and overheads, background materials, discussion items, and sample agendas for teaching each of the units. It is designed as a tool that can be used effectively in a team teaching format with volunteers and youth. The organization of this guide provides for flexibility. The 15 units can be provided in one continuous workshop or related topics can be clustered for specific interest or program needs. Each unit is a complete teaching packet with handouts and supporting materials. This manual is used as part of the Leadership Education Program to teach volunteer management to non-profit organizations, in collaborations with schools as well as with the Extension audience. Building a strong foundation and partnership with your volunteers benefits your organization, your community and the individuals involved. Working together in partnership style helps us all to be more effective.

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RECRUITING VOLUNTEERS TO EXCEED EXPECTATIONS

Dale A. Leidheiser*

ABSTRACT:

Find out how you can meet and exceed your expectations of volunteers in your programs by using fundamental volunteer development strategies! Identify the types of volunteers needed to make your program more viable and relevant to your target audience. Target recruitment to the volunteers your program needs. Are there special groups of volunteers that you would like to recruit, but don't know how to reach? Learn what the research says are effective volunteer marketing and recruitment strategies! This seminar will help you learn about volunteer development resources available to help you and others get and keep the volunteers your program needs. With short lectures and discussion you will learn how to design a volunteer marketing campaign and use marketing tools for specific purposes such as: developing awareness of and our need for volunteers, targeting specific groups, making direct contacts and involving others in the process. Enjoy activities to learn how to develop a recruitment campaign based on tools including agendas for recruitment presentations to groups, training materials, planning guides and sample recruitment plans, and recruitment and new leader support volunteer roles developed in a number of states. What is the "ASK?" Do you know the importance of it? Practice some how-to steps of recruiting that result in a "yes" response. You will leave the seminar with ideas and materials that will help you work with a volunteer committee to develop a recruiting and follow up plan unique for your program.

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SATELLITE BROADCAST TRAINING FOR NEW 4-H LEADERS

Chuck Morris* and Mitch Hoyer

ABSTRACT:

During an Iowa 4-H Youth extension staff team strategic planning process, a critical need was identified to create a training resource for 4-H volunteers with zero to three years of experience. The purpose of the training program was to provide new volunteers with a sound youth development foundation for their role as a 4-H volunteer club leader, and provide practical ideas and teaching tools for use with 4-H clubs. The methodology selected involved satellite transmission broadcasts to each county extension office, with pre and post broadcast hands-on activities. Four basic program topics were identified: 4-H volunteer roles and responsibilities; the 4-H club; 4-H projects; and 4-H Opportunities. The programs were delivered over a two-year time span during the winter/spring training period. Videotapes of each broadcast were created for each county to reuse as often as needed with a corresponding self-study guide. Evaluation results found: (1) 73% of the program participants believe that the program helped them become more comfortable with their role as a club leader a lot (26% said a little); (2) 79% of the program participants believe that the program helped them become more comfortable with planning the 4-H club experience a lot (21% said a little); (3) 74% of the program participants believe that they clearly know several new resources that they can use to help in their job as a leader (25% said somewhat).

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VOLUNTEER MATCH-UP: ATTRACTING VOLUNTEERS TO YOUR PROGRAM AND MAKING YOUR PROGRAM ATTRACTIVE TO VOLUNTEERS!

Louise B. Turner, M.A.* and Jan Hiller, Ph.D.

ABSTRACT:

The basis of a strong volunteer program is the commitment of experienced volunteers and the fresh ideas of the new volunteers. Research identifies successful volunteer programs as distinguished by volunteers who are enjoying their work and staying with the program. What volunteers are needed to make your program strong? How can you target the types of volunteers your program needs? Are potential volunteers just ignoring your program? This seminar will help you find those "just right" volunteers and motivate them to stay! Enjoy activities to learn how to develop a recruitment campaign and practice some how-to steps of recruiting that result in a "yes" response. And after all the recruiting efforts, keeping the volunteers you want becomes the goal! Motivation is the key to keeping happy volunteers. Learning to use the art of motivation is the key to successfully recruiting volunteers and keeping them involved. You will learn about the research, practice the recruitment methods and take home some tips for making your volunteers want to stay involved with your program. This seminar will offer you numerous ideas and materials that will help you develop your own unique plan that attracts volunteers and makes them want to stay!

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